

**City of Norman
Animal Welfare Oversight Committee**

**Norman Animal Welfare Center Multi-purpose Room
3428 South Jenkins Ave**

**Monday, January 8, 2018
6:00 p.m.**

- I.** Call to Order and Roll Call.....Co-Chairperson Mark Howery
- II.** Discussion & Approval of the November Minutes.Co-Chairperson Mark Howery
Action Needed: Motion to approve or reject minutes
Action Taken: _____
- III.** Monthly Statistics and Division Updates.....Capt. Barbour / SM Bechtel
Action needed: Acknowledge presentation
- IV.** Old Business Updates and Follow-upsCapt. Barbour / SM Bechtel
- Updated Dispatch Training Manual
 - Internet Posting of Animals on Stray Hold
 - Social Media Account Use
 - NPD Organizational Chart Updates
- Action Needed: Acknowledge Updates
- V.** Semi-Annual Report to City CouncilCo-chairs Mark Howery & Rebecca Bean
Action Needed: Discussion & approval of report
Action Taken: _____
- VI.** Review of 2018 Meeting Schedule and LocationCo-chairs Mark Howery & Rebecca Bean
Action Needed: Discussion & possible vote on a recommendation
Action Taken: _____
- VII.** NAWC Budget Update / Budget NeedsCo-chairs Mark Howery & Rebecca Bean
Action Needed: Discussion & possible vote on a recommendation
Action Taken: _____
- VIII.** Review of City Ordinance “Adequate Shelter” (3-102)Co-chairs Mark Howery & Rebecca Bean
Action Needed: Discussion & possible vote on a recommendation
Action Taken: _____
- IX.** Call for Agenda Items for Next MeetingCo-chairperson Mark Howery
- X.** Miscellaneous Comments.....Co-chairperson Mark Howery
- XI.** Adjournment.....Co-chairperson Mark Howery
Action needed: Motion to adjourn meeting
Action Taken: _____

Animal Welfare Oversight Committee

November 13th, 2017

The Norman Animal Welfare Oversight Committee of the City of Norman, Cleveland County, State of Oklahoma, met in the Multi-Purpose room on the 13th of November, 2017, at 6:00PM. The notice and agenda of the meeting were posted in the Norman Animal Welfare Center building at 3428 S. Jenkins on the 8th of November, 2017. The meeting was also posted on the City of Norman website at www.normanok.gov.

I. Call to Order

Co-chairperson Mark Howery called the meeting to the order at approximately 6:06PM

II. Roll Call

BOARD MEMBERS PRESENT:

Co-chairperson Mark Howery

Co-chairperson Rebecca Bean

Councilman Bill Hickman

Ginger Noble, D.V.M

Jennifer Kidney, PhD

Joe Carter, D.V.M

Kristy Wicker

ABSENT:

Sandy Moore- Furneaux

OTHERS PRESENT:

Amy Tyler, D.V.M

Ashley Battiest, Norman Animal Welfare

Chief Keith Humphrey

Jeanne Snider, Asst. City Attorney

Trey Amrein, Animal Welfare Supervisor

III. Discussion and Approval of the October Minutes

A motion to accept the minutes was made by Jennifer Kidney. Bill Hickman seconded. The motion passed.

IV. Monthly NAW Statistics Report, Update on Chameleon Software, and Updates on Capital Improvement Projects

Captain Brent Barbour began by mentioning the adoption events at PetSmart and Campus Corner, and educational events at an apartment complex, that Norman Animal Welfare had participated in recently. There will be an adoption event at the shelter in conjunction with North Shore Animal League the Saturday after Thanksgiving. Additionally there is a tentative event planned for the week before Christmas depending on the number of shelter animals at that time.

Captain Barbour gave an update in regards to the Chameleon to Shelter Buddies software conversion. The transition is still a process that will take time, and the shelter is still learning what Shelter Buddy can and cannot do. He said we currently have two licenses for Chameleon and so it is installed on two laptops at the shelter. Staff has day to day access to Chameleon. One laptop is kept in the front office and

one is in the medical staff area. Renewing those two licenses was not a problem; the funds for Chameleon were still in the budget. However, that might affect being able to buy add-ons for Shelter Buddy software later on in the year.

Co-chairperson Rebecca Bean asked if Shelter Buddies could upload strays to the website. Captain Barbour said that he has a promising answer to that. Recently the contact for Shelter Buddies has said that making strays available for the public to see is an option. There might be a situation where Adopt-a-Pet is the go to resource for adoptable animals and Petfinder would be the site that posts stray intake as well as adoptable animals. He said he understands the need for a resource like this, but the shelter has had success with people emailing in and also calling for their lost animals. He knows of only one citizen complaint that they couldn't see their lost dog posted where they usually look for him when he's lost.

Bill Hickman asked if a pet license is still the best way to get an owned pet returned to its owner. He has heard of someone trying to find an owner through a city pet license and they were told the information couldn't be accessed at the time. Captain Barbour said all city pet licenses are completely outside of Chameleon. That information has been housed at PetData since June. He said it could have been a software issue; he does know of at least one time when the site was down. It could have also been a training issue. We have had several new staff members and new temporary help from the Police Department who might not have known the correct answer or how to look up a city pet license. Bill Hickman asked if historical data was also stored in Petdata. Officer Trey Amrein said data migration didn't happen for medical data, but Pet License information did migrate to Petdata.

Rebecca Bean asked for clarification on whether it's a new pet license bought through Shelter Buddy or an older historical pet license number on any given day for which information can be accessed. Captain Barbour said yes.

Rebecca Bean asked if a temporary solution could be posting a lost and found page on Facebook that would include pictures of animals in the shelter on stray hold. Captain Barbour said that the management of that would be difficult for staff. If we don't end up getting a solution through Shelter Buddies and Petfinder, that might be an option.

Captain Barbour briefly mentioned that there was a 2% budget cut for the department. He said it roughly translates to \$12,000. He doesn't see any of the cuts affecting critical needs. Food and medical bills will be paid.

Captain Barbour spoke about the Memorandum of Understanding. He said from a law enforcement perspective Norman has MOU's with County, the University of Oklahoma, and other agencies. There is nothing that covers animal welfare. We evaluate those situations on a case by case basis.

Captain Barbour explained the new statistics format and briefly went over October's statistics.

Dr. Tyler said that we had 23 animals in foster right now.

Joe Carter asked about the Behavior-Other category under euthanasia. Captain Barbour explained that the categories sick, injured, aggressive, are all self-explanatory. Behavior Other is often going to be shy, fearful animals. He spoke about an incident where six dogs were euthanized for behavior that was very fearful. They had never been socialized or on a leash before. One of them bit the owner as they were bringing them into the shelter. Unfortunately, we don't have the resources to work with these animals.

Co-Chairperson Rebecca Bean said it was great to see the pending owner surrender numbers go down so quickly. Captain Barbour said it was interesting calling back those on the waiting list a few weeks later, as many of them had made other arrangements, adopted the animal out themselves, or decided to keep them.

Bill Hickman asked for the Average Days in Kennel statistic. Captain Barbour said he would see if he could pull that information.

Captain Barbour discussed the Capital Improvement Projects. They were not part of the 2% budget cut. The new telephone vendor will be onsite Wednesday working with the staff to teach them the new system. The carport project has not moved forward; they are still deciding on the best placement for it, and whatever surface gets placed underneath it will be the more expensive portion of the project. The shade project is still fully funded and so we are looking into expanding the area that is shaded. The last one is the kennel repairs. The repairs have been made on the kennels that have been destroyed by dogs. The other half of that improvement project is adding drapery to the 405 kennels from the inside to the outside to help insulate the room. He said the concern is in finding a material light enough that they can walk through it, but heavy enough so as not to be easily destroyed by the dogs in the kennel.

Sereta Wilson spoke, saying that Annie's Ruff House has frozen grocery style flaps for their kennels, and she hasn't seen any of those dogs eating the material.

Captain Barbour explained that Capital Improvement Projects are not tied to a fiscal year and that money will still be there for those projects after July.

Rebecca Bean asked about adding the broken washing machine to the Capital Improvements. Captain Barbour said that buying a new one is not expensive enough to be a capital improvement. It would be an item for which we would ask for donations or as a separate budget item.

Bill Hickman said that the next day is the budget retreat. He asked what are the budget needs for the shelter. Captain Barbour said he can think of two at the moment. One is the multipurpose room. He thinks it needs to be repainted, resealed, and have new furniture to get rid of the smell from the time when the room housed cats. The other item is the shelter needs a new incinerator. These incinerators get used for more than just euthanized animals. Most often, we use them for roadkill. Captain Barbour said just the other week the officers picked up a 400lb boar that had been hit by a car. Both of the incinerators are very old, and when repairs are needed, it costs around \$3,000- \$5,000 to get a technician to come out to the shelter. The incinerators are costly and estimated around \$100,000- \$150,000. They were both down for a week during the summer, and the Noble shelter let us use their incinerator while we were getting ours fixed by city maintenance and staff.

Rebecca Bean mentioned some shelters provide a private cremation service to use as a revenue stream to help cover the cost.

Rebecca Bean also said she remembers during part of the building process that a cheaper ventilation fan system was used to save money on the project. The consultant said that the one used wasn't strong enough and that sections of the shelter weren't drying like they should and it didn't smell like they should. She said she would hate to spend a lot of money on paint and resealing a floor only to find out that it was the ventilation that needed to be improved.

Rebecca Bean asked what the procedure is now for when a person calls in having lost an animal. Captain Barbour said that we take a lost report over the phone. Staff can quickly look through pictures and descriptions of animals that we have on the intake side and let them know if something matching their description of their pet is at the shelter. Rebecca Bean said providing a picture would be a faster way of identifying your missing pet. Captain Barbour said if we can't find a solution through Petfinder, then that will be something to consider.

Bill Hickman asked if the shelter could outsource the incinerator service. Captain Barbour said that actually areas near us often request to use our incinerators. There was a discussion on charging for the use of our incinerators.

V. Updates on NAW Staffing

Captain Barbour said September and October both had additional hires. We have an additional Animal Welfare Tech who will start November 27th. This will leave one more position to be filled. Those interviews are scheduled for the week after Thanksgiving.

Captain Barbour said the new shelter manager, Mark Bechtel, will start on November 27th. He gave the committee a little bit of history on Mr. Bechtel.

Bill Hickman asked if there will be an announcement for the new director. Captain Barbour said yes, probably a week or two after he starts.

Rebecca Bean asked how long the applications would be held. Captain Barbour said he will discuss that with HR.

VI. Update Regarding Placement of NAW within PD Org Chart

Captain Barbour brought a visual for the Police Department Organization Chart. He explained that the Shelter Manager position will be the equivalent of a Captain in the Department. The Officer Supervisor and Shelter Manager both report to the same Major. The Shelter Manager will supervise shelter staff and medical staff.

Rebecca Bean asked about the thought process behind taking animal welfare response out from under the Shelter Manager's direction. Captain Barbour said it came down to a delineation of roles.

Rebecca Bean asked if there would be a change in animal welfare officer roles and duties. Captain Barbour said no; they're still a part of Norman Animal Welfare Center and their offices will still be in the building.

Bill Hickman spoke about his concern that separating the officers would take built-in back-up away from the shelter staff in the case of emergencies where there is not enough staffing in shelter. He also referred to the low number of agency intakes, suggesting that if they are to be a separate entity, perhaps six full time officers

would be too many to employ. Chief Humphrey replied that some of the work that officers do involves writing up bite reports, investigating claims of animal cruelty, and appearing in court. He also said that in cases of emergency, everyone at the police department knows that it's all hands on deck. He said no one is limited to their position and gave an example of detectives needing to be pulled to do patrol duty when there are shortages.

Officer Amrein pointed out that officers will sometimes spend a large portion of time trying to locate an animal's owner, specifically so that it doesn't need to come into the shelter.

Chief Humphrey and Officer Amrein both spoke about plans to increase officer patrol and community outreach programs going forward.

Bill Hickman asked who was driving the adoption trailer to events. Captain Barbour said it is usually an animal welfare officer because there are only a couple of officers who are comfortable driving the large adoption trailer. More of the staff will receive training for driving the trailer in the near future.

Rebecca Bean said if she were the new manager, she would want to have a say in all aspects of the shelter management. The more experienced employees at the shelter are now all under Officer Amrein's supervision, which includes all the employees who can help the medical team with euthanasia. Captain Barbour said there is a plan to certify more employees and add more training in the future.

Dr. Tyler said she hopes that this is an opportunity for her role to grow, to assist with cruelty cases, and to help with community programs. She said hopefully, even with this division, we can find a way to come together for the same goals.

Rebecca Bean said the intention of putting the item on the agenda was also to discuss in the strategic plan the idea of moving the shelter out of the police department. Chief Humphrey said this organization chart is not etched in stone and can be changed with input from the shelter manager. He also said that there is no industry standard for where animal welfare departments fall within city government. Different communities handle animal welfare differently and place it under different departments.

VII. Update Regarding After Hours Calls for Service

Dispatch doesn't work with "scripts," but Captain Barbour did bring the applicable training guide for dispatch and after hours calls. If it's a public safety issue, patrol officers will go out first and assess the situation before calling out an AWO. For animals that are contained, citizens are advised to keep the animal contained until the shelter's regular business hours. Dispatch does not create a call for animals that are seen at large after hours. Captain Barbour said that he will discuss with dispatch adding to the training for contained animals that if they feel safe doing so, they can take the animal to a vet to be scanned for a chip.

Bill Hickman asked if there were fosters willing to pick up dogs after hours and if their information could be given to dispatch. Captain Barbour said he wasn't opposed to the idea, but there would need to be some liability issues worked out before implementing that.

VIII. Continued Discussion of NAWC email for Social Media

Chief Humphrey said that he met with the city manager today and they discussed it. They are not opposed to having an ongoing discussion about it but want to wait until the new shelter manager is available to discuss it as well. They would discuss industry standards and checks and balances of letting volunteers post on city social media.

IX. Discussion of Dates/Times for 2018 Committee Meetings

There was a discussion of the pros and cons of continuing the meetings at Norman Animal Welfare.

Joe Carter made a motion to meet at Norman Animal Welfare every second Monday of the month in 2018. Rebecca Bean seconded. The motion passed.

Jennifer Kidney moved to cancel the December meeting. Ginger Noble seconded. The motion passed.

X. Call For Agenda Items for Next Meeting

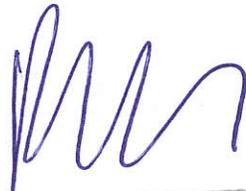
The committee tabled this discussion for the future.

XI. Miscellaneous Comments

There were no miscellaneous comments.

XII. Adjournment

Co-chair Mark Howery called for a motion to adjourn the meeting at approximately 8:18PM. Kristy Wicker motioned to adjourn. Rebecca Bean seconded. The motion carried, the meeting was adjourned.

X 

January 8th, 2018

X Mark D Howery

Norman Animal Welfare Monthly Statistical Report November 2017



IN SHELTER ANIMAL COUNTS

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Beginning	74	104	178	52	76	128	(50)	-28%
Ending	54	65	119	66	68	134	15	13%

ANIMAL INTAKES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Stray at Large	97	37	134	115	63	178	44	33%
Owner Relinquish	20	25	45	18	20	38	(7)	-16%
Owner Intended Euth	2	0	2	0	0	0	(2)	-100%
Transfer In	0	0	0	0	0	0	0	#DIV/0!
Other Intakes	5	0	5	14	5	19	14	280%
TOTAL LIVE INTAKES	124	62	186	147	88	235	49	26%

OTHER STATISTICS

	2016		2017		Comparisons	
	Total	Total	Total	Total	Difference	Percent
Wildlife Collected (DOA)	N/A	0	18	18	18	#DIV/0!
Wildlife Transferred	N/A	0	37	37	37	#DIV/0!
Intake Horses	N/A	0	0	0	0	#DIV/0!
Intake Cows	N/A	0	0	0	0	#DIV/0!
Intake Goats	N/A	0	0	0	0	#DIV/0!
Intake Sheep	N/A	0	0	0	0	#DIV/0!
Intake Rabbits	N/A	0	2	2	2	#DIV/0!
Intake Pigs	N/A	0	0	0	0	#DIV/0!
Intake Other	N/A	0	2	2	2	#DIV/0!
TOTAL OTHER ITEMS	0	0	59	59	59	#DIV/0!

OWNER SURRENDER PENDING INTAKE

	Canine	Feline	Other	Total
Animals	0	0	0	0

Norman Animal Welfare Monthly Statistical Report October 2017



LIVE ANIMAL OUTCOMES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Adoption	67	64	131	76	77	153	22	17%
Return To Owner	45	4	49	49	6	55	6	12%
Transferred Out	21	20	41	1	8	9	(32)	-78%
Returned in Field	0	0	0	0	0	0	0	#DIV/0!
Other Outcome	0	0	0	0	0	0	0	#DIV/0!
TOTAL LIVE OUTCOMES	133	88	221	126	91	217	(4)	-2%

OTHER ANIMAL OUTCOMES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Died in Care	0	9	9	0	5	5	(4)	-44%
Lost in Care	1	0	1	0	0	0	(1)	-100%
Shelter Euth	8	4	12	6	0	6	(6)	-50%
Owner Intended Euth	2	0	2	0	0	0	(2)	-100%
TOTAL OTHER OUTCOMES	11	13	24	6	5	11	(13)	-54%

TOTAL OUTCOMES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Total Live Outcomes	133	88	221	126	91	217	(4)	-2%
Total Other Outcomes	11	13	24	6	5	11	(13)	-54%
TOTAL OUTCOMES	144	101	245	132	96	228	(17)	-7%

SHELTER EUTHANASIA DATA

	Canine	Feline	Other	Total	Percentage
Medical - Sick	0	0	0	0	0%
Medical - Injured	2	0	0	2	33%
Behavior - Aggressive	4	0	0	4	67%
Behavior - Other	0	0	0	0	0%
TOTAL EUTHANASIA	6	0	0	6	

MONTHLY LIVE RELEASE RATE

	2016	2017
	90.9%	95.2%

Live Outcomes / (Total Outcomes - Owner Int Euth)



Monthly Service By Assignment

March 2017 to November 2017
Animal Welfare Volunteers Recent

Place	Assignment	Mar 2017 Hours	Apr 2017 Hours	May 2017 Hours	Jun 2017 Hours	Jul 2017 Hours	Aug 2017 Hours	Sep 2017 Hours	Oct 2017 Hours	Nov 2017 Hours	Total Hours
Norman Animal Welfare Center	Groomer	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00
	NAWC-Bather / Groomer	0:00	0:00	0:00	0:00	0:00	0:00	24:00	6:27	1:55	32:22
	NAWC-Beautification Volunteer	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00
	NAWC-Cat Socializer	44:10	28:35	24:14	63:11	59:23	42:47	53:30	112:12	75:17	503:19
	NAWC-Community Outreach Volunteer	6:18	0:00	3:25	3:00	0:00	6:28	0:00	1:15	0:00	20:26
	NAWC-Dog Handler	117:33	151:25	122:54	114:09	146:52	70:46	105:37	134:50	92:05	1,056:11
	NAWC-Foster Program	0:00	0:00	0:00	0:00	0:00	0:00	0:00	2:52	0:00	2:52
	NAWC-Laundry	6:43	11:50	2:47	9:53	11:57	8:01	8:59	0:00	0:00	60:10
	NAWC-Lobby Greeter	16:31	44:35	59:31	44:08	38:52	21:57	45:49	51:05	79:33	402:01
	NAWC-Orientation	5:00	11:00	6:00	9:00	7:00	5:00	5:00	28:00	10:00	86:00
	NAWC-Photographer	12:35	6:40	12:35	11:11	17:21	4:21	4:40	0:50	4:41	74:54
	Other Volunteer Services	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00
Veterinarian Assistant Tech	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	22:39	31:57	54:36
Total		208:50	254:05	231:26	254:32	281:25	159:20	247:35	360:10	295:28	2,292:51
Grand total		208:50	254:05	231:26	254:32	281:25	159:20	247:35	360:10	295:28	2,292:51

Norman Animal Welfare Monthly Statistical Report December 2017



IN SHELTER ANIMAL COUNTS

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Beginning	54	66	120	66	68	134	14	12%
Ending	68	68	136	94	68	162	26	19%

ANIMAL INTAKES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Stray at Large	112	57	169	126	75	201	32	19%
Owner Relinquish	33	22	55	24	16	40	(15)	-27%
Owner Intended Euth	4	1	5	0	1	1	(4)	-80%
Transfer In	0	0	0	0	0	0	0	#DIV/0!
Other Intakes	1	0	1	12	10	22	21	2100%
TOTAL LIVE INTAKES	150	80	230	162	102	264	34	15%

OTHER STATISTICS

	2016		2017		Comparisons	
	Total	Total	Total	Total	Difference	Percent
Wildlife Collected (DOA)	N/A	0	5	5	5	#DIV/0!
Wildlife Transferred	N/A	0	10	10	10	#DIV/0!
Intake Horses	N/A	0	0	0	0	#DIV/0!
Intake Cows	N/A	0	0	0	0	#DIV/0!
Intake Goats	N/A	0	0	0	0	#DIV/0!
Intake Sheep	N/A	0	0	0	0	#DIV/0!
Intake Rabbits	N/A	0	1	1	1	#DIV/0!
Intake Pigs	N/A	0	0	0	0	#DIV/0!
Intake Other	N/A	0	1	1	1	#DIV/0!
TOTAL OTHER ITEMS	0	0	17	17	17	#DIV/0!

OWNER SURRENDER PENDING INTAKE

	Canine	Feline	Other	Total
Animals	0	3	0	3

Norman Animal Welfare Monthly Statistical Report December 2017



LIVE ANIMAL OUTCOMES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Adoption	66	62	128	67	63	130	2	2%
Return To Owner	26	0	26	41	7	48	22	85%
Transferred Out	36	10	46	16	26	42	(4)	-9%
Returned in Field	0	0	0	0	0	0	0	#DIV/0!
Other Outcome	0	0	0	0	0	0	0	#DIV/0!
TOTAL LIVE OUTCOMES	128	72	200	124	96	220	20	10%

OTHER ANIMAL OUTCOMES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Died in Care	1	1	2	0	1	1	(1)	-50%
Lost in Care	0	0	0	0	1	1	1	#DIV/0!
Shelter Euth	3	4	7	10	3	13	6	86%
Owner Intended Euth	4	1	5	0	1	1	(4)	-80%
TOTAL OTHER OUTCOMES	8	6	14	10	6	16	2	14%

TOTAL OUTCOMES

	2016			2017			Comparisons	
	Canine	Feline	Total	Canine	Feline	Total	Difference	Percent
Total Live Outcomes	128	72	200	124	96	220	20	10%
Total Other Outcomes	8	6	14	10	6	16	2	14%
TOTAL OUTCOMES	136	78	214	134	102	236	22	10%

SHELTER EUTHANASIA DATA

	Canine	Feline	Other	Total	Percentage
Medical - Sick	4	3	0	7	54%
Medical - Injured	1	0	0	1	8%
Behavior - Aggressive	5	0	0	5	38%
Behavior - Other	0	0	0	0	0%
TOTAL EUTHANASIA	10	3	0	13	

MONTHLY LIVE RELEASE RATE

	2016	2017
	95.7%	93.6%

Live Outcomes / (Total Outcomes - Owner Int Euth)



Monthly Service By Assignment

April 2017 to December 2017
Animal Welfare Volunteers Recent

Place	Assignment	Apr 2017 Hours	May 2017 Hours	Jun 2017 Hours	Jul 2017 Hours	Aug 2017 Hours	Sep 2017 Hours	Oct 2017 Hours	Nov 2017 Hours	Dec 2017 Hours	Total Hours
Norman Animal Welfare Center	Groomer	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00
	NAWC-Bather / Groomer	0:00	0:00	0:00	0:00	0:00	24:00	6:27	1:55	2:00	34:22
	NAWC-Beautification Volunteer	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00
	NAWC-Cat Socializer	28:35	24:14	63:11	59:23	42:47	53:30	112:12	78:37	73:47	536:16
	NAWC-Community Outreach Volunteer	0:00	3:25	3:00	0:00	6:28	0:00	1:15	0:00	0:00	14:08
	NAWC-Dog Handler	151:25	122:54	114:09	146:52	70:46	105:37	134:50	94:15	95:13	1,036:01
	NAWC-Foster Program	0:00	0:00	0:00	0:00	0:00	0:00	2:52	0:00	0:00	2:52
	NAWC-Laundry	11:50	2:47	9:53	11:57	8:01	8:59	0:00	0:00	0:00	53:27
	NAWC-Lobby Greeter	44:35	59:31	44:08	38:52	21:57	45:49	51:05	83:38	60:15	449:50
	NAWC-Orientation	11:00	6:00	9:00	7:00	5:00	5:00	28:00	10:00	9:00	90:00
	NAWC-Photographer	6:40	12:35	11:11	17:21	4:21	4:40	0:50	4:41	0:00	62:19
	Other Volunteer Services	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00
Veterinarian Assistant Tech	0:00	0:00	0:00	0:00	0:00	0:00	0:00	22:39	31:57	13:45	68:21
Total		254:05	231:26	254:32	281:25	159:20	247:35	360:10	305:03	254:00	2,347:36
Grand total		254:05	231:26	254:32	281:25	159:20	247:35	360:10	305:03	254:00	2,347:36

Norman Animal Welfare Annual Activity Overview

INTAKES	2014	2015	2016	2017
Strays	1,659	1,659	1,851	2,051
<i>Dogs</i>	1,019	1,021	1,108	1,295
<i>Cats</i>	640	638	743	756
Relinquishments	231	210	581	578
<i>Dogs</i>	131	115	277	344
<i>Cats</i>	100	95	304	234
Returns	19	65	76	199
<i>Dogs</i>	18	54	49	150
<i>Cats</i>	1	11	27	49
Other (Legal, Own Euth, Transfer, Birth)	54	155	116	97
<i>Dogs</i>	35	126	85	52
<i>Cats</i>	19	29	31	45
Total Intakes	1,963	2,089	2,624	2,925
<i>Total Dogs</i>	1,203	1,316	1,519	1,841
<i>Total Cats</i>	760	773	1,105	1,084

WILDLIFE	2014	2015	2016	2017
Animals DOA	775	732	1621	449
Wildlife Transfer	23	208	317	368
Total Wildlife	798	940	1938	817

Norman Animal Welfare Annual Activity Overview

LIVE OUTCOMES	2014	2015	2016	2017
Adoptions	652	1,050	1,312	1,659
<i>Dogs</i>	456	667	725	979
<i>Cats</i>	196	383	587	680
Returned to Owner	370	353	456	517
<i>Dogs</i>	340	326	408	480
<i>Cats</i>	30	27	48	37
Transferred to Rescue	449	260	537	452
<i>Dogs</i>	211	165	285	213
<i>Cats</i>	238	95	252	239
Total Live Outcomes	1,471	1,663	2,305	2,628
<i>Total Dogs</i>	1,007	1,158	1,418	1,672
<i>Total Cats</i>	464	505	887	956

OTHER OUTCOMES	2014	2015	2016	2017
Shelter Euthanasia	426	282	269	208
<i>Dogs</i>	169	104	104	140
<i>Cats</i>	257	178	165	68
Owner Requested Euthanasia	10	6	11	24
<i>Dogs</i>	3	0	10	20
<i>Cats</i>	7	6	1	4
Died in Care	0	46	73	22
<i>Dogs</i>	0	10	12	3
<i>Cats</i>	0	36	61	19
Lost In Care	6	6	10	2
<i>Dogs</i>	4	5	7	0
<i>Cats</i>	2	1	3	2
Total Other Outcomes	442	340	363	256
<i>Total Dogs</i>	176	119	133	163
<i>Total Cats</i>	266	221	230	93

Live Release Rate	2014	2015	2016	2017
<i>Dog Live Release Rate</i>	85.3%	90.7%	92.0%	92.1%
<i>Cat Live Release Rate</i>	63.6%	69.6%	79.4%	91.1%
Total Live Release Rate*	77.3%	83.3%	86.8%	91.9%

2013 Estimated rate = 69%

*Live Outcomes / (Total Outcomes - Owner Euth)

City of Norman Animal Welfare Updates and Information November – December 2017

Employee Updates:

- Mark Bechtel has begun his employment with the City of Norman as the Animal Welfare Shelter Manager! His introduction to our department and team has gone very well. In the next few months he will continue to take on the lead role in the daily operations of the shelter.
- Victoria Reaves was hired as an additional Animal Welfare Technician.
- A conditional offer of employment has been made to a new Animal Welfare Technician. Backgrounds began January 2. Assuming all necessary items are cleared we anticipate a hire date in late January or early February.
- Mandy James' last day as a part time employee with our division was December 30th. Her experience and efforts will be greatly missed and we wish her the best of luck as she pursues her future career goals.
- In the last six months we have hired four new employees, have another on the way, and have transitioned two others into their roles. That's 7 of the 11 employees in the building and of the remaining four, two have been here at or less than one year! We are now in the process of a significant amount of employee development and training. While this transitional period has created a great opportunity for continued growth and new ideas that truly paint an amazing picture for the future of our team, facility, and community involvement, things will be a bit slow as we continue to cover foundational aspects of our culture and function.
- AWT Kate Coffin was named as a finalist for the Norman Police Department's civilian employee of the year! Out of the seventy civilian employees in our department only four were named finalists for this recognition. While she did not win the title, her accomplishments are very well deserved.
- Kim Fairbanks has been recognized as the Norman Police Department's Volunteer of the Year! Her recognition for this honor is a great reflection of the amazing efforts and differences she has made in our department and community over the last 22+ years. She will be formally recognized for this honor on January 25th at the annual Crime Stoppers Public Safety Awards Banquet. (Tickets for sale-See Brent)
- Our amazing staff adopted two families in our community and provided their little ones with needed gifts and goodies for Christmas! The generosity and willingness to care for those in need during what can be one of the most challenging and stressful times of the year is yet another example of our amazing staff and their desire to help our community!

Activities and Events:

- Fall Adoption Special (Nov 17-22) – 66 Adoptions
- Zappos Home For the Pawlidayz Special (Nov 25) – 11 Adoptions
- Winter Holiday Special and Cookies with Santa (Dec 16/18) – 41 adoptions in two days!
- Transcript Publication on winter pet safety (Dec 25)
- Holiday decorations completed by Mutts Club
- LOTS of donations from community including the Dog Park and MUTTS Club
- **Kitten Bowl (Feb 3)** – Festivities and Adoption Special
- **Pet Expo / Cat Foster Training (March 24th)** - Cleveland County Fairgrounds

Other Items:

- Annual Budget Cuts for FYE2018 were made in November 2017= \$12,710
- We have requested some Mid-Year Adjustments to bridge foreseeable gaps in FYE18 M&O accounts
- Donation of \$77,252.45 from Mr. James Freeman. Adoption/Care projects pending with representative.

Capital Improvement Items

- Shade Screens: No updated Activity, Should see activity in next few months
 - UCCX Phone System: Completed and working well
 - Carport for Trailer: On hold pending other CIP requests
 - Kennel Repairs: Ongoing projects.
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